

The Blue School

'Together, we'll succeed'



Job Description

Team Leader of Geography



The Blue School

Team Leader of Geography

From September 2026

Full-time, permanent post

MPS/UPS + TLR 2.2 (currently £5,867 per annum)

We are seeking to appoint a dynamic and innovative Team Leader of Geography to develop further the work of our department. The post offers the successful candidate the opportunity to build on the success of the department and to raise the profile of the subject even higher within the school and the community. The quality of teaching and learning is at the forefront of our Team Development Plan. We are particularly pro-active in sharing good practice to plan, structure and deliver outstanding lessons.

The post offers the successful candidate the opportunity to join our popular and highly regarded school, central to our local community, and the opportunity to develop their career in our beautiful working environment, with the support of our large and dedicated team of teaching and support staff.

As a Research School, we work with the evidence to continually develop the best practice and we are looking for a committed professional to join us on that ambitious educational journey.

In return we offer:

- A school committed to the values of respect, empathy and politeness. The school has served the community of Wells and the surrounding area for nearly 400 years. We believe that by working together, we'll succeed.
- An 11-18 school with a thriving Sixth Form. We are a truly comprehensive school which focuses on meeting the needs of all students.
- A commitment to your continued professional development. All teaching staff are members of a coaching group where they share best practice and work collaboratively to refine their pedagogy. In addition, we offer an individual Personal Professional Development Programme where staff can focus on either developing classroom practice or leadership skills.
- Access to the latest evidence-based practice. As a Research School, we help teachers get 'closer to the evidence' through communication, training and support for innovation.
- A supportive team of teachers, support staff and governors who take great pride in their work and celebrate one another's success.
- The chance to work alongside our amazing, positive and inspirational students who love learning and deserve the very best in teaching and learning opportunities.
- A staff assistance programme with a specialist provider, CareFirst, who provide a 24/7 free phone helpline, or face-to-face counselling for every employee at The Blue School.

Main features of the department

The Geography department has been on a journey of continuous improvement over the last few years. As a Research School, evidence-based practices are trialled and implemented to ensure the learning environment for our students is accessible, enjoyable and stimulating. The department constantly reviews content and lesson delivery to ensure that our students progress and the teachers seek to inspire a love of Geography and an understanding of the world around them. The department is well organised and well resourced to ensure student progression.

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Key Stage 3 modules are continuously revised to ensure contemporary geographical topics such as geopolitics and sustainable futures are taught alongside more traditional topics such as rivers and economic activity.

Similarly Key Stage 4 & 5 content is constantly reviewed and we follow the AQA specification. Geography is a popular choice at GCSE and A Level. There are currently four Key Stage four classes in Year 10 and four classes in Year 11. Class sizes range from 26 to 30 pupils. There are two A Level classes in Year 12, one of 13 students, the other 12 students and one class in Year 13 of 16 students.

Fieldwork is an important element of our curriculum and this is embedded from Year 7. Our GCSE locations are Bristol Temple Quarter and Lyme Regis whilst at A Level we visit Slapton, Bristol, Weston-Super-Mare and the River Holford in the Quantocks.

Lessons are taught in a dedicated suite of rooms that have undergone recent refurbishment to include redecoration and interactive whiteboards. The Geography Team currently consists of 3 enthusiastic teachers aided by two experienced RP teachers who support Key Stage three delivery, and an administrative team who help with day-to-day administration and the creation of resources.

We are looking to appoint an outstanding classroom practitioner with a passion for both Human and Physical Geography and the ability to teach across all three Key Stages. Strong interpersonal skills and the ability to work within a team are crucial alongside a willingness to participate in extra-curricular activities such as our conservation club.

For further information about the department's courses please see the KS4 and KS5 sections of the school website.

Job Description – Curriculum Team Leader

As a Team Leader you are a leader of learning, care, personnel and resources. You will be expected to support the Headteacher and work closely with other members of the Leadership Team to ensure the school's vision, aims and policies are implemented by both staff and students.

You are a member of The Blue School's Team Leadership Group which brings specific responsibilities and the need to demonstrate initiative and leadership at a whole-school level.

1. CORE PURPOSE

To be responsible for leading, monitoring, evaluating and improving the effectiveness of teaching and learning within the subject area in order to secure and support the care, motivation and academic progress of all students throughout the school.

2. EXPECTATIONS

- 2.1 to have a belief in the importance of working together with all other staff to develop and implement the school's aims, plans and policies
- 2.2 to be motivated to support and contribute to attempts to achieve continuous improvement in all aspects of the work of the school
- 2.3 to be willing to work, represent and promote the school in a manner and appearance consistent with its aims and values
- 2.4 to have a well informed vision for the subject area and be committed to a culture of continuous improvement and new innovations and schemes
- 2.5 to value the importance of a collegiate approach and the opinions of all members of the school community

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- 2.6 to have excellent communication skills, both written and oral and high competence in the use of ICT, both for learning and administration
- 2.7 to be committed to positive behaviour management
- 2.8 to be committed to extra curricular learning
- 2.9 to be able to work in an inclusive and positive manner and help to promote enjoyment of learning throughout the school

3. RELATIONSHIPS

- 3.1 to be responsible to the Headteacher in all matters
- 3.2 to be responsible to members of Leadership Team in respect of their roles
- 3.3 to collaborate with other Team Leaders and Deputy Team Leaders
- 3.4 to direct all staff allocated to work in their Team

4. LEADERSHIP RESPONSIBILITIES

- 4.1 to develop the subject to maximise its contribution to students' overall education including their academic, social, moral, cultural and spiritual development
- 4.2 to establish clear policies for the subject area which meet the requirements of national directives and contribute to the aims and ethos of the school
- 4.3 to establish a culture of self-evaluation and involve all staff in the team in the process of monitoring and setting targets for improvement
- 4.4 to create a climate within the team which enables staff to develop and maintain positive attitudes towards their work in the school
- 4.5 to promote the importance of continuing professional development and support staff to reflect on practice in this regard
- 4.6 to support staff development through distributed leadership and by devolving responsibilities to other members of the team
- 4.7 to ensure the promotion of an effective working atmosphere in lessons throughout the team by establishing structures to promote positive behaviour management, including the internal resolution of routine disciplinary matters
- 4.8 to establish a partnership with parents and carers, involving them in their child's learning
- 4.9 to work closely with colleagues from the wider learning community within Somerset, particularly colleagues in local schools, in order to extend the subject, enhance teaching and develop students' learning
- 4.10 to foster effective links with the community, including business and industry, in order to enhance learning
- 4.11 to establish staff and resource needs within the subject area, set priorities for expenditure and allocate resources with maximum efficiency

5. MANAGEMENT RESPONSIBILITIES

5.1 POLICIES AND PROCEDURES

- a. to maintain the school's standards in student learning, behaviour, attendance and dress

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- b. to contribute to the School Improvement Plan
- c. to produce a Team Handbook
- d. to prepare team responses to whole school policies
- e. to prepare team responses to national initiatives
- f. to prepare an annual Team Improvement Plan
- g. to prepare an annual Team Examination Analysis
- h. to prepare an annual Team Performance Management Report
- i. to prepare an annual Team Asset and Resources Report

5.2 EVALUATION AND IMPROVEMENT

- a. to analyse and interpret relevant national, local and school data, research and inspection evidence
- b. to compare and contrast the level of achievement with that originally specified, assessing, evaluating and monitoring the work of teachers and support staff in relation to standards of teaching and learning and support for teaching and learning
- c. to monitor and evaluate the achievement of team plans and targets
- d. to develop judgements on the quality of teaching and learning

5.3 CURRICULUM

- a. to ensure curriculum coverage, continuity and progression in the subject area for all students
- b. to ensure effective curriculum provision for all students including those with special educational needs and the gifted and talented
- c. to select courses and specifications
- d. to develop and maintain schemes of work
- e. to implement strategies for the effective development and delivery of whole school themes such as literacy, numeracy, ICT, enterprise, work related learning, health education and other aspects of PSHE
- f. to contribute to the planning and delivery of Theme Days
- g. to contribute to the school's extra curricular programme

5.4 ASSESSMENT, RECORDING AND REPORTING

- a. to contribute to the formulation of learning targets for individuals and groups
- b. to track and monitor student progress against targets
- c. to maintain systems to ensure that student under achievement is identified within a half term
- d. to assess, record and report on student progress and achievement
- e. to support staff in meeting assessment deadlines
- f. to ensure that classwork and homework are set and marked in accordance with school and team policy
- g. to maintain communication with parents including effective use of consultation evenings
- h. to liaise efficiently with the assessment and examinations team

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5.5 MANAGEMENT AND DEVELOPMENT OF STAFF

- a. to participate in the recruitment of staff
- b. to promote and support the school's involvement in Initial Teacher Training
- c. to participate in the induction, support and monitoring of staff that are new to the school
- d. to undertake the role of reviewer in the performance management process for staff
- e. to support team members who are required to act as reviewers within the school's performance management process
- f. to contribute to decisions as to whether new staff have met the appropriate induction standards
- g. to contribute to decisions as to whether existing staff have met appropriate standards relating to career progression
- h. to ensure the fair and effective deployment of staff
- i. to ensure the provision of INSET, guidance and support
- j. to collaborate with others to ensure that effective arrangements are made to cover staff absence
- k. to liaise with the designated Leadership Team link
- l. to hold regular formal meetings with the team, at least as frequently as shown in the school calendar
- m. to maintain standards of professional conduct within the team, assisting and advising colleagues in such matters

5.6 ASSETS AND RESOURCES

- a. to collaborate in the planning of the timetable
- b. to ensure the effective utilisation of rooms and resources
- c. to give priority to matters of Health and Safety and ensure that risk assessments are carried out where appropriate
- d. to promote the use of whole school and team resources to enhance learning
- e. to manage the team budget
- f. to maintain the team inventory
- g. to maintain and develop learning resources
- h. to ensure that the team's rooms are well maintained
- i. to promote the use of display in classrooms and corridors to support and promote learning

5.7 REPRESENTATION AND PROMOTION

- a. to promote and represent the team at a whole school level
- b. to represent the team at meetings as appropriate
- c. to ensure efficient links with partner primary schools
- d. to ensure team representation at parents' evenings, open evenings and marketing events
- e. to prepare contributions to school publications

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f. to support links with the Governing Body.

This job description does not define in detail all the duties/responsibilities of the post; it will be reviewed and may be subject to modification or amendment after consultation.